

Appendix D

Semi-Structured Interview Questions

Open ended questions for first administrative interviews.

1. Tell me about your school.
2. How was the decision made to submit an application to become a pilot site for team-based variable pay?
3. To what extent do the teachers know about and want to participate in this project?
4. What is different in your school this year because you are involved with team-based variable pay?
5. How did you set the goals?
6. What made you choose the assessment instrument that you did to measure your goals?
7. What is your school doing to make sure that the goals will be met?
8. What support will the teachers receive toward meeting the goal?
9. What problems/concerns are foreseen that may make it difficult to meet the goals?
10. What else would you like me to know about your project?

Open ended questions for initial teacher interviews.

1. How did you find out about the Team-Based Variable Pay Pilot Project and your school's participation? What was your reaction?
2. What are your school's goals? Do you think that they are achievable/rigorous?
3. What training/support have you received to help you help your students meet these goals?
4. What is different at your school since you joined the Team-Based Variable Pay Project?
5. What do you like about Team-Based Variable Pay Pilot at your school?
6. What do you dislike about Team-Based Variable Pay Pilot at your school?
7. What else would you like me to know about your project or your school?